

MESSAGE TO FIENBERG-FISHER FAMILIES

Dear Families:

Welcome to the 2016-2017 school year. This promises to be an exciting year of academic challenges and reaching new heights. With your help, your children will increase their learning through a world-class International Baccalaureate Program.

I would like to take this opportunity to express my gratitude to the City of Miami Beach and the Fienberg Fisher PTA for making it possible for our students to receive these agendas. As partners in education, both the City and the PTA have always been supportive of our efforts. The agendas will contribute by:

- Increasing and facilitating communication between home and school.
- Helping students be better organized and plan ahead.
- Personalizing communication between teachers and students.
- Assisting students with study and test taking skills.
- Reinforcing our mission and code of student conduct.
- Informing parents of homework assignments, K-8 requirements and curriculum.

As parents, the use of the agenda provides you with an opportunity to communicate with your child's teacher in an organized and expeditious manner. Please ensure your child is writing his or her homework in the agenda daily, encourage him or her to write important due dates on it and review the agenda with your child periodically so he or she learns to make them part of their daily routine.

I thank you for all that you do for our school. It is through your work and dedication that we have established improved security guidelines, that we have successful tutorial programs after school hours, and that our students are eager to participate in school events. Your involvement and support of school initiatives creates in your children a sense of responsibility and community that will prepare them to make an impact in their future.

I look forward to this wonderful new year of learning and ask you stay involved in your child's education. As partners, we will achieve a greater level of success together.

Please visit our website at fienbergfisherk8.com and follow us on



Twitter.com @FienbergFisher



facebook.com/fienbergfisherk8

Sincerely,

Maria P. Costa, Principal
Fienberg-Fisher K-8 Center
IB World School

FIENBERG-FISHER K-8 CENTER PROCEDURES

ATTENDANCE/ABSENCES/TARDIES

Absences are excused for sickness, death in the family (three days only), doctor or dental appointments (medical/dental note required) and religious holidays. When children are absent from school, they must bring a written excuse from their parent and/or doctor within three school days of their return. Medical evidence is required for absences exceeding 5 consecutive days. If a student is continually sick and repeatedly absent from school due to a specific medical condition, s/he must be under the supervision of a health care provider in order to receive excused absences from school. **Tardies: a student is considered tardy after 8:15 am for Head Start; 8:20 a.m. morning bell rings for students in grades PK-1 and at 8:35 a.m. for students in grades 2-8. Please synchronize your clocks/watches to match the school time. Remember that excessive absences/tardies may be cause for disciplinary action including: detention, loss of incentives, perfect attendance award eligibility, referral to the Attendance Review Committee and other agencies.**

School Attendance - Students are to be counted in attendance only if they are actually present for at least two (2) hours of the day or engaged in a school-approved educational activity which constitutes a part of the instructional program for the student.

Tardiness - A student is considered tardy if they are not present at the moment the school bell rings for the class assigned.

Early Dismissal/Sign-outs -No student will be released within the final thirty (30) minutes of the school day. Please plan doctor's appointments in advance.

BREAKFAST PROGRAM

Free breakfast is served each morning from 7:30 a.m. to 8:15 a.m. **only**. Please be aware that breakfast will not be served after 8:15 a.m. unless the students ride on the M-DCPS buses and those buses arrive late. Head Start students are provided breakfast inside the classroom.

CLASS ASSIGNMENTS

Our classes have been organized based on our student population for this year. However, if our enrollment is smaller or larger than expected, we sometimes must regroup children and make changes in classroom assignments. You will be notified in writing of any changes.

BIRTHDAY PARTIES

Birthday parties are only permitted the last 15 minutes of the lunch period for elementary students only. Arrangements must be made in advance with the homeroom teacher. Parents are not allowed in the cafeteria for the celebration.

CONFERENCES

Parent-Teacher conferences are an important part of the school program. The relationship between school and home is always enhanced by open communication, understanding and cooperation. We request that for better conferences, the following guidelines be observed:

Conferences should be arranged by appointment only.

1. Appointments may be made by calling the school at (305) 531-0419, or by writing a note to the individual teacher involved.
2. Teachers are available for conferences by appointment only.
3. Parents should contact the classroom teacher about classroom problems before contacting the principal, counselor or other personnel. Most problems can be resolved using this method.

DETENTION/EXTRA HELP

Each teacher may choose to schedule students after school to provide additional help. Occasionally, a child may be kept after school due to misconduct in the classroom or as a consequence for poor behavior. In either case, you will be notified in advance as to when your child is to remain after school and the reason. It will be the parents' responsibility to provide transportation for students having to remain after school.

ELECTRONIC DEVICES (TOYS, RADIOS, CELLULAR PHONES, ETC.)

Electronic devices such as and/or any toys **are not allowed at school and should be left at home**. We are not responsible if any of these items get lost or stolen. If any student is found with any of these items, the item will be confiscated by the teacher or other personnel and submitted to an administrator for parent pick-up. **Cellular phones:** Must be turned off during school hours. If phones are activated or cause any disruption, they will be confiscated by the teacher or other personnel and submitted to an administrator for parent pick-up. **Please note**

that being in possession of any item which may be classified as a potential weapon will be cause for severe disciplinary action (eg. pocket knives, play guns, ice picks, and guns.)

EMERGENCY CONTACT

Children will only be released from school during the school day to persons authorized by you as recorded on the emergency contact card. **There will be no exceptions.** Photo identification must be presented to the office prior to us releasing any student. **Telephone calls for release of students will not be accepted.** It is imperative that we have an up-to-date, accurate emergency contact card for each student. This means the home telephone number of the student, alternate name, address and telephone of a relative, neighbor, or friend in case you cannot be reached.

FAMILY RIGHTS AND PRIVACY ACT (an explanation of this Federal Law)

The revised Family Rights and Privacy Act became a Federal Law in November 1974. The intent of this law is to protect the accuracy and privacy of student educational records. Without your prior consent, only you and authorized individuals, having legitimate educational interests, will have access to your child's educational records. You may have an appointment to inspect and review your child's records.

FIRE DRILLS

Will be conducted monthly. Students will practice moving to and from classes and other activities in a safe and quiet manner. Adults in the school at that time are also asked to participate in those drills by leaving the building and remaining out of the building until the drill has been completed.

GRADING POLICY (Academic, Conduct, Effort)

Academic: grades reflect a student's academic performance as compared with norms that are appropriate for the grade or subject. Students enrolled in the regular education program who are working below grade level in Reading will be graded as follows. If a student is making progress but is below grade level, he/she will receive a grade no higher than a "D". If a student who is working below grade level is not making progress, he/she will receive an "F".

Effort: grades indicate the teacher's evaluation of a student's effort in the instructional program; these grades are independent of academic and conduct grades. An effort grade of "1" indicates outstanding effort on the part of the student. An effort grade of "2" indicates satisfactory effort on the part of the student. An effort grade of "3" reflects insufficient effort on the part of the student.

Conduct: Conduct grades are to be used to communicate clearly both to students and their parents the teacher's evaluation of a student's behavior. These grades are independent of academic and effort grades.

The following scale is used in **grades 1-8** for academic and conduct:

A	90 – 100	Outstanding
B	80 - 89	Good
C	70 – 79	Satisfactory
D	60 – 69	Minimal; Improvement Needed
F	59 – or below	Unsatisfactory/Failure

Kindergarten students receive academic and conduct grades using the following scale:

E	Excellent	Outstanding progress
G	Good	Above average progress
S	Satisfactory	Average progress
M	Moderate	Lowest acceptable progress
U	Unsatisfactory	Failure

HOMEWORK/HOME LEARNING

Regular, purposeful home learning assignments are an essential component of the instructional program at our school. Home learning will be regularly assigned and reviewed by teachers Monday through Friday. If your child informs you that he does not have any home learning assignments, you should contact his/her teacher. As per Miami-Dade County Public Schools, all students must read 30 minutes a day, at home, at their independent level.

IMMUNIZATIONS

All students shall be immunized against polio, measles, diphtheria, rubella (German measles), pertussis, tetanus, mumps, hepatitis B, and Haemophilus Influenza in accordance with State law, unless specifically exempt for medical or religious reasons. All Pre-K and kindergarten students must also be immunized against varicella (chicken pox) or verification from the parent of a documented history of the disease. This policy applies to students who currently attend school in the District and those eligible to attend. **A student who has not completed immunization may not be admitted to school,** except as provided by law.

LOST BOOKS, MATERIALS AND EQUIPMENT

Students who lose or damage a textbook, a library book, school equipment or property will be responsible and liable to pay for the loss and/or replacement cost.

LUNCH PROGRAM

Students may pay full/reduced price lunch for a week in advance by bringing payment to the cafeteria before school on Mondays or by making automated payments through PayPAMS, M-DCPS at the following link: <http://www.PayPAMS.com>. Full priced lunch is \$2.25 for students in PK-5 grade and \$2.50 for students in grades 6-8. Milk will be available a la carte for those who bring a packed lunch. Please apply online <https://freeandreducedmealapp.dadeschools.net/>. **Note: Applications for the free or reduced lunch program must be completed and approved by the district before free or reduced price meals can be served.** Those families whose applications were approved for free or reduced lunch last year will remain in the program for the first twenty days of school. A peanut butter sandwich and milk will be provided for students without lunch money or an approved lunch application

OFFICE HOURS

Our main office is located in the Fienberg Building (14th Street and Washington Ave.) and it is open for business from 8:00 a.m. to 4:00 p.m. each day. Our phone number is (305) 531-0419.

PARKING (DROP-OFF AND DISMISSAL)

Parent/Visitors parking lot is located behind the gym. Please do not enter inside any of the school's parking lots, (14th and Washington, Española Way and Pennsylvania or 14th and Pennsylvania) to drop off your children in the morning. **Drop-Off:** Please use Drexel Avenue Circle and/or 14th and Pennsylvania which are the safe drop zones. You may also use 14th and Washington if you are walking or riding a bicycle/bus. **We do not recommend for you to drop-off your child in front of the school.** Please observe the speed limit, follow all posted school zone signs, and the bus *no parking area*. **For the safety and well being of your child, students cannot arrive at school prior to 7:30 a.m. as supervised before school care services are not available and all gates will be closed.** **Dismissal Procedures:** Parents are required to pick up students at the time of dismissal. All students in grades 1-8 will go to the Children of the World Park to wait for parents following dismissal. **STUDENTS ARE NOT ALLOWED TO WAIT IN ANY OTHER PART OF THE BUILDING BECAUSE THERE IS NO SUPERVISION AVAILABLE.** Any student who cannot be picked up regularly at the time of dismissal should sign up for the After School Care Program, as there is no supervision after school is dismissed. The After School Care office number is (305) 531-0451. **Fifteen minutes after dismissal, any student who has not been picked up, will be taken to the Fienberg Office to call home. Parents will be required to sign-out late pick-up and will be reminded of school hours. Continuous violations/offenses may be caused for disciplinary action and/or referral to the after-school care program and/or other agencies.** **Rainy Days:** Please ensure that your child is aware of the rainy day arrangements that may be different than their regular routine.

READING AT HOME

All students enrolled in the Miami-Dade County Public School District are required to read thirty (30) minutes at home each day. Parents are to monitor their children during this time. Parents should set aside a specific time each day for their children to read.

REGISTRATION HOURS

We accept new student registrations from 9:00 am – 2:00 pm **ONLY**. We can only accept complete packages, for more information on the documents needed, please visit our main office.

REPORT CARD

Report cards are issued every nine weeks. The monthly calendar will indicate the date they go home. Progress Reports will be sent home midway during the grading period in order to allow you to assist the school in helping your child. If your child receives an unsatisfactory report, please contact your child's teacher to determine appropriate measures to be taken.

SCHOOL HOURS

The school day for students begins at 8:15 a.m. and ends at 3:05 p.m. for Head Start students Monday-Friday. The school day begins at 8:20 a.m. and ends at 1:50 p.m. for all students in grades PK-1st. The school day for students begins at 8:35 a.m. and ends at 3:05 p.m. for all students in grades 2-8. Each Wednesday school is dismissed at 1:50 p.m. for all students in grades PK-8 ONLY, NOT HEAD START. Please let your child's teacher know how your child is going home, for example: parent pick-up, after-school care, private bus, etc. Younger children cannot wait for older siblings to be dismissed. Please make arrangements when siblings are not dismissed at the same time. PK-1 grade students will not be allowed to wait for siblings in upper grades 2-8 to be dismissed. Fee based, After-School Care Services are available through Miami Beach Adult and Community Education Center @ Fienberg-Fisher K-8 Center. Please call (305) 531-0451 for information.

SCHOOL TELEPHONE

Our school's telephone number is (305) 531-0419. The office telephone is a business phone and should be used by students only in case of emergency. The office will accept emergency messages for the student but cannot call him/her to the phone for personal messages. The office personnel cannot provide any student information over the phone.

STUDENT INSURANCE

Student accident insurance applications, for accidents which occur at school or on the way to and from school, are available at a reasonable price. The application forms will go home with our students during the first week of school. It is very important to have insurance for your children.

STUDENT TRANSFERS

Students in the regular school program (K-12) are assigned to attend school based on the actual residence of the parent and the attendance area of the school as approved by the School Board. In some instances student transfers are granted. **Parents must reapply for transfers every year. Transfers may be denied or revoked at any time due to poor attendance, tardiness, or disruptive behavior** which results in a significant loss of instructional time. **If the transfer is revoked, the student will be assigned to the school that serves the verifiable residence address.**

TESTING PROGRAM

Students in grades KG through 8 will participate in various assessments throughout the 2015-2016 school year; you will receive a testing calendar with more details. **Students in Head Start and PK will also participate in VPK assessments and e-DECA.**

UNIFORMS

Fienberg-Fisher K-8 Center is a mandatory uniform school. This means that your child must wear the school uniform to school everyday. **Our colors for Head Start and grades PK-5 consist of red, and/or navy blue polo tops with our school emblem, over khaki pants or shorts and for grades 6-8 white and/or black polo tops with our school emblem, over khaki pants or shorts. DENIM JEANS ARE NOT PART OF OUR UNIFORM POLICY.** The first time a student is not wearing their uniform they will be issued a written warning. After that, parents will be notified and requested to bring a uniform to school. Please help us minimize school disruption by encouraging your child to wear appropriate school uniforms.

WITHDRAWALS

If it is necessary to withdraw your child from school, the teacher or office should be notified at least two days in advance. We need to account for all materials, complete records, and make out a transfer form. We must be sure that all textbooks and library books are accounted for and returned to the school. School Board regulations require the verification of a change in address if you are moving to another school in Dade County. The following items will be accepted by the school as a means of verification:

1. Broker or attorney's statement of purchase of residence.
2. Electric bill deposit receipt showing new address.
3. Properly executed lease agreement.

HEALTH AND SAFETY PROCEDURES

ACCIDENTS AND ILLNESS AT SCHOOL

Any time a student is injured or becomes ill at school; all attempts will be made to contact parents via telephone or letter from the school. Only students that have been registered in our school clinic will be sent there for treatment, all parents are encouraged to register their children at the beginning of the school year. If the injury or illness is serious, students will be sent to the nearest hospital (at parents' expense). For this reason, **WE ENCOURAGE PARENTS TO BUY SCHOOL INSURANCE** online at www.k12studentinsurance.com and to give us an updated working phone number on the emergency contact card. If your child is ill, please do not send him/her to school. A student that contracts a contagious disease or condition, such as pink eye, chicken pox, ringworm, impetigo, or head lice, will be sent home from school and must remain home until the condition or disease has dissipated and you can provide a doctor's note stating the child is cleared to return.

MEDICATION AND MEDICAL CONDITIONS

Parents should make the school aware of any medical problems a child might have. School employees may not administer medication to any student unless there is a long-term or chronic illness or a disability that requires maintenance type medication. An Authorization for Medication Form (FM 2702E Rev.12-12) must be completed by a licensed physician and consent by the parent or guardian must be provided. This form may be

obtained from the main office. Parents should inform their physician of their child's school hours in order to encourage the administration of medication at home.

PARENTAL CUSTODY

In our society today, many parents divorce, or the child is placed in the custody of another adult. In the event that a natural parent comes to pick up a student, the school is obligated by law to release the student unless there is an existing court order in the cumulative record that states that parent is non-custodial. A court order must be issued and a copy of that order must be on file in the school so that we will not give out information or release the child to anyone other than the legal parent or guardian. Please make sure the school has the most recent legal information regarding custody.

RAINY DAYS

Please plan ahead and make arrangements so students will know exactly what to do if it is raining at dismissal time. Students will remain in school in the case of a lightning storm or excessive heavy rain. They will be dismissed when the weather subsides. School bus students will be dismissed at the regular time. Make certain your child is aware of the rainy day arrangements that may be different than their regular routine.

SUPERVISION

For the safety and well being of your child, children should arrive no more than 15 minutes before school starts and should return home promptly after dismissal. Younger children cannot wait for older brothers or sisters in the office or in the classroom, as we do not have sufficient staff to supervise them. Students in grades 1 through 8 will go to the Children of the World Park to wait for their parents. **Students are not allowed to wait in any other part of the building because there is no supervision available.** Any student who cannot be picked up regularly at the time of dismissal is to sign up for the After School Care Program, as there is no supervision after school is dismissed. The After School Care office number is (305) 531-0451. Please help protect your children by not leaving them unattended for long periods of time. The office staff and teachers are not required to provide before or after school supervision.

STUDENT AND PARENT SERVICES

CHILDREN OF THE WORLD HEALTH CENTER

For your child's health and safety we have a clinic at our school. Our registered nurse can diagnose and treat our students. The services are free of charge. Please contact our counselor, or our Trust Specialist, for more information. Students must be registered at the clinic in order to receive services and we need your written authorization before we can treat your child.

CODE OF STUDENT CONDUCT

We believe that all of us -staff, parents, and students- share in the desire to maintain the best possible educational climate at school. We all work consistently towards this goal. This type of climate helps promote learning. While we recognize that most parents and students neither condone nor participate in the misbehaviors outlined below, we ask your cooperation in making certain that your son/daughter understands the need for responsible behavior. Disciplinary actions such as suspension, expulsion, or exclusion from school are very serious consequences of disruptive behavior and/or misconduct. They are employed only after all available school and support services have been considered. The Miami-Dade County Public School Board has authorized the Superintendent of schools and the principal to take such disciplinary action against students or other individuals who may be involved in any violations.

Please make every effort to explain to your child that physical assault on other students and/or staff members will be cause for expulsion from school. Also, make clear that verbal assaults of a staff member by a student will have similar serious consequences. In cases of student assaults on teachers or other staff members, principals are expected to recommend expulsion in all cases except those for which the principal finds, through investigation, do not warrant an expulsion. You can further aid our endeavor by notifying the school if you should witness any unlawful act or have prior knowledge of any planned disruptive or unlawful act involving either our students or building. Also, do not hesitate to contact our local law enforcement agency in case an emergency should arise after school hours. We know that you share our desire to have our school a safe, sound place wherein each student can become involved in meaningful learning experiences. Please become familiar with the Student Code of Conduct located in parent/student portal, and also in our school's website <http://fienbergfisherk8.com>.

Please take a moment to read your responsibilities as a parent/student and our responsibilities as a school system. We are all responsible for abiding by the rules, enforcing them and monitoring them.

FACULTY/STAFF

All of the adults in the building are here to help you in case you need assistance. For a list of Staff Members, visit our website at <http://fienbergfisherk8.com>.

HEALTH CONNECT IN OUR SCHOOLS:

A child's success in school depends not only on the effectiveness of the school's academic program, but also on the overall health of the child's family and community. A Health Connect in Our School integrates academic education with medical, social, and human services that are beneficial to meeting the needs of children and their families at the school site. The ultimate goal is to remove all barriers that hamper or in any way interfere with a child's learning. Contact Person: Ms. Jessie Stebenne, Trust Specialist.

PARENT INVOLVEMENT PROGRAM

At Fienberg-Fisher K-8 Center, parents are viewed as very valuable partners. They are actively sought and encouraged to become active participants in every aspect of the total school program. Specifically, parents are encouraged to participate in the following areas:

- Parents and Teachers Association (PTA)
- Parent Safety Patrol
- R.A.I.N.
- Classroom Aides
- Volunteers

Contact Persons:, Counselor (305) 531-0419; Mrs. Zorilien Riveron RAIN (305) 674-7805; Ms. Jessie Stebenne, Trust Specialist (305) 531-0419.

PARENT TEACHER ASSOCIATION (PTA)

Parents and relatives are encouraged to sign up and become active participants in the Parent Teacher Association (PTA). The cost is \$5.00 per year per family. Parents are encouraged to join and attend all PTA meetings.

STUDENT SERVICES

Many parents are not aware that the school provides the services of one social worker, a counselor and a psychologist. Usually these services are initiated by your child's teacher but may, in some cases, be requested by the parent. This can be done by contacting the teacher or counselor.

VOLUNTEER PROGRAM

Parents are encouraged to sign up for our comprehensive volunteer program. A special training program has been established to ensure that the special skills and talents of all our parents are fully utilized and recognized. Specifically, parents may volunteer in the following areas:

- PTA
- Room Parent
- Parent Safety Patrol
- Rainmaker /Rainparent
- Cafeteria Helper
- School Beautification
- Teacher Helper/Chaperone
- Tutoring

Contact Person: Counselor

PLEASE RETURN THIS PAGE TO YOUR CHILD'S TEACHER

I have received a Parent Handbook and I understand my responsibility to read, review and to abide by all procedures stated in this handbook.

He recibido la Guia Escolar y entiendo que tengo la responsabilidad de leer, repasar y seguir las reglas expuestas en este libro.

Parent's Name/ Nombre de Padre

Parent's Signature / Firma de Padre

Child's Name/Nombre del Estudiante

Teacher's Name/Nombre del Maestro/a

Anti-Discrimination Policy

Federal and State Laws

The School Board of Miami-Dade County, Florida adheres to a policy of nondiscrimination in employment and educational programs/activities and strives affirmatively to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin.

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, gender, or national origin.

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of gender.

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40.

The Equal Pay Act of 1963 as amended - prohibits gender discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled.

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications.

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons.

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions.

Florida Educational Equity Act (FEEA) - prohibits discrimination on the basis of race, gender, national origin, marital status, or handicap against a student or employee.

Florida Civil Rights Act of 1992 - secures for all individuals within the state freedom from discrimination because of race, color, religion, sex, national origin, age, handicap, or marital status.

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) - prohibits discrimination against employees or applicants because of genetic information.

Boy Scouts of America Equal Access Act of 2002 – no public school shall deny equal access to, or a fair opportunity for groups to meet on school premises or in school facilities before or after school hours, or discriminate against any group officially affiliated with Boy Scouts of America or any other youth or community group listed in Title 36 (as a patriotic society).

Veterans are provided re-employment rights in accordance with P.L. 93-508 (Federal Law) and Section 295.07 (Florida Statutes), which stipulate categorical preferences for employment.

In Addition:

School Board Policies 1362, 3362, 4362, and 5517 - Prohibit harassment and/or discrimination against students, employees, or applicants on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, genetic information, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Política Antidiscriminatoria

Leyes estatales y federales

La Junta Escolar del Condado de Miami-Dade se adhiere a una política antidiscriminatoria en el empleo y los programas/actividades educacionales y se esfuerza de manera afirmativa por proporcionar oportunidades equitativas a todos según requieren las leyes siguientes.

El Título VI de la Ley de Derechos Civiles de 1964 – que prohíbe la discriminación fundada en la raza, el color de la piel, la religión o la nacionalidad.

El Título VII de la Ley de Derechos Civiles de 1964 según se ha enmendado – que prohíbe la discriminación en el empleo fundada en la raza, el color de la piel, la religión, el género o la nacionalidad.

El Título IX de las Enmiendas Educativas de 1972 – prohíbe la discriminación fundada en el género.

La Ley de Discriminación en el Empleo por Causa de la Edad de 1967 (ADEA), según se ha enmendado – prohíbe la discriminación fundada en la edad con respecto a personas que tienen 40 años como mínimo.

La Ley de Igualdad en la Paga de 1963, según se ha enmendado, prohíbe la discriminación por sexo en el pago de salarios a las mujeres y los hombres que desempeñan sustancialmente las mismas tareas en el mismo establecimiento.

El Artículo 504 de la Ley de Rehabilitación de 1973 – prohíbe la discriminación de las personas discapacitadas.

La Ley de Americanos con Discapacidades de 1990 (ADA) – prohíbe la discriminación de contra individuos con discapacidades en empleo, servicio público, ajustes y telecomunicaciones.

La Ley de Licencias por Motivos Familiares y Médicos de 1993 (FMLA) – exige que los empleadores cubiertos brinden a los empleados hasta 12 semanas de 'licencia' sin paga, con protección del empleo para empleados elegibles, por ciertos motivos familiares y médicos.

Ley de Discriminación por Embarazo de 1978, prohíbe la discriminación en el empleo fundada en el embarazo, el nacimiento de un hijo o las condiciones médicas relacionadas con los mismos.

La Ley de Equidad en la Educación de la Florida (FEEA) – prohíbe la discriminación de los estudiantes o empleados fundada en la raza, el género, la nacionalidad, el estado civil o la discapacidad.

La Ley de Derechos Civiles de la Florida de 1992 – garantiza a todos los individuos que estén dentro del estado se vean libres de discriminación fundada en la raza, color de la piel, religión, sexo, nacionalidad, edad, discapacidad o estado civil.

La Ley de Título II de no Discriminación por Información Genética de 2008 (GINA) – prohíbe la discriminación en contra de empleados o aspirantes fundada en la información genética.

La Ley de Acceso Equitativo para los Boy Scouts of America de 2002 – ninguna escuela pública debe negarse a ofrecer acceso equitativo o igualdad de oportunidades para que los grupos se reúnan en los edificios de la escuela o en las instalaciones escolares antes o después de las horas de clases, o que se discrimine contra cualquier grupo afiliado oficialmente con los Boy Scouts of America o cualquier otro grupo juvenil o comunitario listado en la Ley de Título 36 (como sociedad patriótica).

Los veteranos tienen derechos de reempleo en virtud de P.L. 93-508 (Ley Federal) y el Artículo 295.07 de los Estatutos de la Florida que estipulan preferencias categóricas para el empleo.

Además:

Las políticas de la Junta Escolar 1362, 3362, 4362 y 5517 – Prohíben el acoso y la discriminación contra los estudiantes, empleados o aspirantes a empleo fundado en el sexo, raza, color, etnia, nacionalidad, religión, estado civil, discapacidad, información genética, edad, creencias políticas, orientación sexual, género, identificación de género, antecedentes sociales y familiares, preferencias lingüísticas, embarazo o cualquier otra categoría prohibida por la ley. Además, también están prohibidas cualquier tipo de represalias por participar en una actividad que esté protegida por la ley.

Règleman Kont-Diskriminasyon

Lwa Federal ak Eta

Komisyon Konsèy Lekòl Leta Miami-Dade County, Florid, suiv règleman san diskriminasyon nan anplwa ak pwogram/aktivite edikasyonèl e li fè efò pozitivman pou ofri opòtinite egal-ego pou tout moun jan lwa anba yo mande a:

"Title VI of the Civil Right Act of 1964" ("Title VI' ki nan Akò 1964 sou Dwa Sivil) – entèdi diskriminasyon sou baz ras, koulè, relijyon, oubyen orijin nasyonal.

"Title VII of the Civil Rights Act of 1964" ("Title VII' ki nan Akò 1964 sou Dwa Sivil, jan yo amande li – entèdi diskriminasyon nan travay sou baz ras, koulè, relijyon, sèks, oubyen orijin nasyonal.

"Title IX of the Education Amendments of 1972" ("Title IX' ki nan Amandman sou Edikasyon 1972) – entèdi diskriminasyon sou baz sèks fi/gason.

"Age Discrimination in Employment Act of 1967 (ADEA)" (Akò 1967 sou Diskriminasyon Laj nan Travay, jan yo amande li – entèdi diskriminasyon sou baz laj konsènan moun ki gen omwen 40 tan.

"The Equal Pay Act of 1963" (Akò 1963 sou Egalite nan Salè), jan yo amande li – entèdi diskriminasyon sèks fi/gason nan peman salè pou fi ak gason k ap fè sibstansyèlman menm kalite travay nan menm etablisman an.

"Section 504 of the Rehabilitation Act of 1973" (Seksyon 504 Akò 1973 sou Reyabilitasyon) – entèdi diskriminasyon kont moun ki gen andikap.

"Americans with Disabilities Act of 1990 (ADA)" (Akò 1990 sou Ameriken ki Gen Andikap ak Akò 2008 sou Amandman ADA) – entèdi diskriminasyon kont moun ki gen andikap nan travay, sèvis piblik, akomodasyon piblik e telekomunikasyon.

"The Family and Medical Leave Act of 1993 (FMLA)" (Akò 1993 Fanmi e Absans pou Rezon Medikal) – mande anplwayè ki gen benefis asirans pou bay anplwaye ki "elijib" jiska 12 semèn absans san peye, pwoteksyon travay pou sèten rezon famiyal e medikal.

"The Pregnancy Discrimination Act of 1978" (Akò 1978 sou Diskriminasyon nan Gwosès) – entèdi diskriminasyon nan travay sou baz gwosès, matènite, oubyen kondisyon medikal ki gen rapò ak gwosès.

"Florida Educational Equity Act (FEEA)" (Akò sou Egalite Edikasyonèl Florid) – entèdi diskriminasyon sou baz ras, sèks fi/gason, orijin nasyonal, sitiyasyon marital, oubyen andikap kont yon elèv oubyen yon anplwaye.

"Florida Civil Right Act of 1992" (Akò 1992 sou Dwa Sivil Florid) – asire libète kont diskriminasyon pou tout moun nan eta a akòz ras, koulè, relijyon, sèks orijin nasyonal, laj, andikap, oubyen sitiyasyon marital.

"Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)" ("Title II' ki nan Akò 2008 sou San Diskriminasyon Enfòmasyon Jenetik) – entèdi diskriminasyon kont anplwaye oubyen aplikan akòz enfòmasyon jenetik.

"Boy Scouts of America Equal Access Act of 2002" (Akò 2002 sou Aksè Egal-Ego Eskout Ameriken) – Okenn lekòl leta pa ka anpeche aksè egal-ego, oubyen yon opòtinite pou rankont an gwoup sou teren lekòl oubyen andwa lekòl anvan oubyen aprè lè lekòl, oubyen fè diskriminasyon kont nenpòt gwoup ki afilye ofisyèlman avèk Eskout Ameriken oubyen nenpòt lòt gwoup jèn oubyen kominotè ki site nan "Title 36" (kòm yon sosyete patriyotik)

Veteran gen dwa pou retounen nan travay dapre lwa P.L. 93-508 (Lwa Federal) ak Seksyon 295.07 (Lwa Florid), ki detèmine preferans kategori pou travay.

Anplis:

Règleman Komisyon Konsèy Lekòl yo 1362, 3362, 4362 e 5517 – Entèdi arasman e/ oubyen diskriminasyon kont elèv, anplwaye, oubyen aplikan sou baz sèks, ras, koulè, etnisite oubyen orijin nasyonal, relijyon, sitiyasyon marital, andikap, enfòmasyon jenetik, laj, kwayans politik, oryantasyon seksyèl, sèks fi/gason, idantifikasyon seksyèl, ran sosyal ak istwa famiyal, preferans lengwistik, gwosès, e nenpòt lòt baz yo entèdi legalman. Yo entèdi tou revanj kont moun ki angaje li nan yon aktivite ki pwoteje.